

**DIRECTOR  
TENNESSEE BUREAU OF INVESTIGATION  
NOMINATION PROCESS**

The State of Tennessee invites applications from qualified individuals for the position of director of the Tennessee Bureau of Investigation (TBI). The TBI, an independent agency of state government, is the primary criminal investigative agency for Tennessee. The TBI is responsible for assisting local law enforcement with major crimes, as well as launching its own special investigations into illegal drugs, cybercrimes targeting children, human trafficking, fugitives, public corruption, official misconduct, organized crime, domestic terrorism, gambling, Medicaid fraud, and patient abuse. The director is responsible for administering the bureau as its chief executive officer and oversees an annual budget of over \$75 million. The bureau consists of more than 500 employees statewide, of which approximately half are commissioned law enforcement officers. TBI is organized into six major divisions: the Criminal Investigation Division, the Drug Investigation Division, the Forensic Services Division, the Information Systems Division, the Administrative Services Division, and the Training Division. Learn more about the TBI at [www.tn.gov/tbi](http://www.tn.gov/tbi). The director is appointed by the governor from a list of three nominees submitted by a five-member nominating commission. The appointment shall be for the unexpired portion of the term from July 1, 2018 through June 30, 2022.

**REQUIREMENTS.** Preferred qualifications include a bachelor's degree from an accredited college or university and at least seven years' experience at a command level. Equivalent combinations of education and experience will be considered. The successful candidate must be able to meet the certification requirements for law enforcement officers in Tennessee and may be required to obtain a top secret security clearance.

Preferred qualifications also include evidence of continuing training and self-development such as graduation from the FBI National Academy or other police leadership development programs.

**SALARY.** Pursuant to Tennessee Code Annotated §38-6-101, the director's compensation shall be fixed at an amount no less than that provided for the Tennessee commissioner of safety. The current salary for the commissioner of safety is \$158,556. The appointing authority will set starting salary commensurate with experience.

**APPLICATION PROCESS.** **Submit applications by close of business March 23, 2018.** To apply, submit a **resume and a two page maximum letter of interest** to:

Jerry Estes, Chairman, TBI Nominating Commission  
c/o Kimberly Mantlo - Tennessee Department of Human Resources  
505 Deaderick Street  
James K. Polk Building, 1<sup>st</sup> Floor  
Nashville, Tennessee 37243

Applications may also be sent via email to [Kimberly.Mantlo@tn.gov](mailto:Kimberly.Mantlo@tn.gov). **Due to Tennessee open records law, the confidentiality of candidate applications cannot be assured.**

The TBI Nominating Commission will select ten finalists to submit written responses for a first-round interview and conduct second-round interviews for the ten finalists in a public session on May 15, 2018 in Nashville, Tennessee, location to be determined. Finalist must be physically present for the public session to be considered. The Commission may call a special meeting for the purpose of reviewing applications to identify the ten finalists to be considered. In the event such a meeting is necessary, appropriate public notice will be posted.

*Pursuant to the State of Tennessee's Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.*